EU OSH Strategic Framework 2014-2020 & other initiatives

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EU-OSHA Seminar on psychosocial risks in Europe
17 October 2014, Brussels
EU OSH Strategic Framework 2014-2020

• aims at ensuring that the EU continues to play a leading role in the promotion of high standards for working conditions both within the European Union and internationally
• in line with the Europe 2020 Strategy, it contributes to improving job quality and job satisfaction, while improving the competitiveness and productivity of European companies
Design process of the Strategic Framework
EU OSH Strategic Framework 2014-2020

Challenges:
- Implementation of OSH legislation
- Prevention of work-related diseases
- Demographic change

Key objectives:
- Consolidation of national strategies
- Compliance with OSH rules, MSEs
- Enforcement by Member States
- Simplification
- Ageing, new risks, occupational diseases
- Data collection
- International cooperation

EU instruments:
- Legislation
- EU funds
- Social dialogue
- Communication and information
- Synergies with other policies
EU OSH Strategic Framework 2014-2020

Prevention of psychosocial risks & protection of mental health at work
EU OSH Strategic Framework 2014-2020

2nd challenge: Improving the prevention of work-related diseases by tackling existing, new and emerging risks

- Stress & impact on mental health (changes in work organisation)

Objective: Address the ageing of the workforce, emerging new risks, prevention of work-related and occupational diseases

- identify and disseminate good practice on preventing mental health problems at work
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Instruments

European Social Fund 2014-20 to promote sustainable, quality employment:

• Promote a healthy environment and mental wellbeing at work
• Return to work of people with mental health disorder
• Promote healthy lifestyles and tackle health determinants of occupational / environmental causes
• Awareness raising / training activities for labour inspectors to improve their capacity
• Implementation of OiRA and other IT tools by SMEs
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Instruments

Synergies with other policy areas:

• **Education**: better reflect OSH issues in school curricula (especially in vocational training) as well as to better promote mental health and wellbeing

• **Public health**: better coordination and synergies through, e.g., Joint Action on Mental Health and Wellbeing
EU legislation

• **Framework directive 89/391/EEC:**
  
  • employer has to ensure the safety and health of workers in every aspect related to the work...
  
  • ... take the measures necessary for the safety and health protection of workers ...

• Some directives such as **Display Screen Equipment, Pregnant Workers and Sharps directives** specifically refer to protection against stress & psychosocial risks
EU actions relevant to psychosocial risks at work

Framework agreement on work-related stress (2004)
- raise awareness, identify, prevent or manage this problem
- most Member States have taken action

Framework agreement on violence and harassment at work (2007)
- condemn harassment and violence
- provide an action-oriented framework
- all Member States have taken action

Senior Labour Inspectors Committee (SLIC):
- campaign on psychosocial risks in 2011-2012
- inspection campaign toolkit in 22 languages
EU actions relevant to psychosocial risks at work

A European Pact for Mental Health and Wellbeing (2008):
• promoting mental health at the workplace – priority

• promoting mental health at the workplace

EU-wide study on mental health in the workplace (2013-2014):
• assess EU legal framework and efficiency of its implementation
• develop a range of scenarios helping to consider policy options
• prepare a guidance document for employers and workers
Thank you!

More information available on:

EU OSH Strategic Framework 2014-2020

Health and Safety at Work (EC)